

Message Text

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21

ACTION NEA-10

INFO OCT-01 ISO-00 PER-01 FS-01 ABF-01 /014 W

----- 044912

P 190400Z AUG 76

FM AMEMBASSY SANA

TO SECSTATE WASHDC PRIORITY 8868

LIMITED OFFICIAL USE SANA 2907

E.O. 11652: N/A

TAGS: AFSP, SE

SUBJECT: WAGE SCALE

REF: (A) STATE 194551

1. IN ORDER TO WORK FROM A COMMON GROUND EMBASSY MUST ASSUME THAT THE JOB MATCH FOR THE VARIOUS COMPANIES WAS A VALID ONE. THESE MATCHES ARE DEVELOPED BY THE WAGE SURVEY TEAM. THEREFORE INFORMATION REQUIRED REFTEL, PARA 2 WILL FOLLOW FORMAT AND JOB MATCHES DEVELOPED BY SURVEY. ALL FIGURES IN YEMENI RYIALS. '4.525 RYIALS EQUALS ONE DOL.

2. UNDP- WAGE SURVEY REPORT AS COMPANY G RPT G WAGE TEAM USED GROSS RATHER THAN NET FIGURES IN DEVELOPING DATA COLLECTION S EET. THESE FIGURES COME FROM UNDP HEADQUARTERS, NEW YORK (TELEPHONE

754-1234). LOCAL UNDP ADMIN OFF EXPLAINED THAT GROSS FIGURES INCLUDE RETIREMENT CONTRIBUTION, TAXES, AND OTHER NON-TANGIBLE EXPENSES. NET FIGURES IS ACTUAL TAKE-HOME PAY. GROSS PAY FIGURES NOT YET RECEIVED FROM NEW YORK BUT EMBASSY CANNOT WAIT ANY LONGER. FOR COMPARISION PURPOSES PREVIOUS NET WILL BE SUBSTITUTED WHERE JOB MATCHES OCCURED. KEY FSL POSITION PREVIOUS US (NET) PRESNET (NET)

PER YEAR PER YEAR

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SUPERVISORY START 18000 25500

ACCOUNTANT TOP	25020	36300
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SUPERJM ADMIN.	30,950	39600
ASST. (GEN SERV)	41300	56700

ADMIN	12300	17500
ASST.	17340	26050

ACCOUNTANT	12300	17500
	17340	26050

CUSTOMS & SHIIPING	10100	14500
CLERK (TYPING)	13880	21250

GENERAL CLERK	10100	14500
(TYPING)	13880	21250

CHAUFFEUR	10100	14500
	13880	21250

3. NO FURTHER MATCHES WERE DEVELOPED BY WAGE TEAM.
REASON FOR THIS IS THE TEAM COULD ONLY DEVELOP

MATCHES FROM EMBASSY FSLE POSITIONS
AND COULD NOT

USE THE MANY CONTRACT LOCALS WHERE OBVIOUS JOB
MATCHES OCCURED. OBVIOUS ONE MISSING WAS DRIVER,
NOT RPT NOT CHAUFFEUR. IN ORDER FOR DEPARTMENT
TO COMPARE LOWER CLASSES OF EMBASSY, MOSTLY FILLED
BY CONTRACT EMPLOYEES, COMPLETE PRESENT/PREVIOUS
NET RPT NET SCALE, GENERAL DESCRIPTION OF CLASS
POSITION,AND NEW DEPENDENCY ALLOWANCE BEING
REPEATED TO DEPARTMENT.

EFFECTIVE DATE OF NES SCALE 1 JAN 76 RPT 1 JAN 76

UNITED NATIONS DEVELOPMENT PROGRAM

CALSS	START PER YR	TOP PER YR	NO. STEPS
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PREVIOUS	4420	6220	10
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1 PRESENT	7000	10150	9
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2	6750	9000	10
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9250	'73300	9
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3	8820	12510	10
	12500	17450	9

4	10100	13880	10
	14500	21250	9

5	12300	17340	10
	17500	26050	9
6	18800	25020	10
	25500	36300	9
7	30950	41300	10
	39600	56700	9

DESCEPTION OF CLASS POSITIONS

CLASS 1 - CLEANER, GARDENER, GUARD, MESSENGER

CLASS 2 - ASSIST CLERK, DRIVER

CLASS 3 - JUNIOR CLERK, SENIOR DRIVER

CLASS 4 - CLERK, CLERK/TYPIST, RECEPTIONIST

CLASS 5 - SECRETARY, SENIOR CLERK

CLASS 6 - ADMINISTRATIVE ASSISTANT

CLASS 7 - SENIOR ADMINISTRATIVE ASSISTANT

DEPENDENCY ALLOWANCE

PREVIOUS - 412 PER YEAR, MAXIMUM SIX CHILDREN

PRESENT - 696 PER YEAR, MAXIMUM SIX CHILDREN

4. BRITISH EMBASSY - WAGES SURVEY REPORT AS COMPANY

H RPT H. NO CHANGE IN WAGE SURVEY METHOD EXCEPT

SALARY INCREASES.

KEY FSL POSITION	PREVIOUS PER YEAR	PRESENT PER YEAR
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PROGRAM START	31980	36400
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ADVISOR TOP	46150	52968
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SUPERV. ADMIN	18941	24960
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ASST. (GEN SERV)	28617	29280
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ADMIN ASST	14950	14520
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22938	21144
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PUBLIC AFFAIRS	14950	14520
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ASSISTANT	22938	21144
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CUSTOMS & SHIPPING	9620	13176
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CLERK (TYPING)	16640	17208
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CHAUFFEUR	10200	10200
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(PAID BY BRITISH ORE)

5. AS NOTED IN PARA 3, SINCE MATCHES WERE FOR

FSL POSITIONS ONLY, EMBASSY REPEATING SCALE.

BRITISH EMBASSY

CLASS	START PER YR	TOP PER YR	NO. STEPS
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PREVIOUS	29520	42600	10
LEI PRESENT	36408	52968	10

LEII	17484	24012	12
	24960	29280	12

LEIII	13800	20712	12
	14520	21144	12

LEIV	8880	15360	12
	13176	17208	12

LEV(A)	6612	9252	10
	9060	13260	10

LEV(B)	4764	6204	10
	7332	8412	10

LEV(C)	3684	5004	10
	5112	6312	10

DESCRIPTION OF CLASS POSITIONS

LEI- SENIOR OFFICER

LEII- COMMERCIAL OFFICER

LEIIIJA ADMIN ASSISTANT

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LEIV- RECEPTIONIST

LEV(A)- DRIVER

LEV(B) - MESSENGER

LEV(C) - WATCHMAN

6. EMBASSY SINCERELY HOPES THIS INFORMATION
WILL ASSIST DEPARTMMNT IN REACHING A REASONABLE SOLUTION
TO WAGE PROBLEM. TODAY (17 AUG) COMMERCIAL
ASSISTANT (FSLE- 6/1) SUBMITTED RESIGNATION. REASON
GIVEN WAS TO RETURN TO SCHOOL BUT EMBASSY SUSPECTS
PAY AND PIO STATUS PROVED DISCOURAGING.
DECONTROL UPON RECEIPT
RANSOM

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